

must depend upon a sound system of checks and oversight to ensure that the medicines and tools our physicians use are good and will not harm us. In addition, corporations that make their money selling health products have the moral and ethical obligation to take every precaution to protect consumers.

A TRIBUTE TO HENRY T. BRAUCHLE ELEMENTARY SCHOOL: RECIPIENT OF THE UNITED STATES DEPARTMENT OF EDUCATION BLUE RIBBON SCHOOL AWARD

**HON. CHARLES A. GONZALEZ**

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 20, 1999*

Mr. GONZALEZ. Mr. Speaker, I rise today to offer my sincerest congratulations to Henry T. Brauchle Elementary School in San Antonio, TX, upon the notification of their receipt of the Blue Ribbon School Award.

Schools are awarded the Blue Ribbon School Award based on their performance in regard to several criteria, including: student focus and support; active teaching and learning; school organization and culture; challenging standards and curriculum; professional community; leadership and educational vitality; school, family, and community partnerships; and indicators of success.

Henry T. Brauchle Elementary School joins three schools in San Antonio and forty other Texas schools, all of which excelled in these areas and were rewarded with the Blue Ribbon School Award from the United States Department of Education.

To receive consideration for this prestigious award, schools must be recommended for national recognition by their individual state department of education or sponsoring agency. Nominations are then evaluated by a National Review Panel including the Department of Education, the Department of Defense, the Bureau of Indian Affairs, the Council for American Private Education and a select group of educators from around the country. The Secretary of Education then makes a final determination based on the recommendations of this panel.

In receiving this special recognition, I believe that Henry T. Brauchle Elementary School will inspire others to provide the level of quality education that this Blue Ribbon School Award merits. I am proud to represent a district and hail from a state that has clearly placed an emphasis on the education of our children.

EDUCATION REFORM IN JULESBURG, COLORADO

**HON. BOB SCHAFFER**

OF COLORADO

IN THE HOUSE OF REPRESENTATIVES

*Thursday, May 20, 1999*

Mr. SCHAFFER. Mr. Speaker, I rise today to speak to the House of Representatives about the education reforms implemented by the Julesburg School District in Julesburg, Colorado. The district's common sense reforms emphasize personal initiative, account-

ability, high standards and responsiveness. I offer a recent letter for the RECORD, submitted to me by Mr. Rod Blunck, Superintendent of Schools.

Julesburg's no-nonsense, no-excuses approach to raising test scores has several steps. First, the salary schedule is based entirely on professional development. This incentive for personal initiative and improvement has a direct bearing on classroom quality. In the near future, the system will be enhanced to include extra compensation opportunities based on student achievement.

Secondly, the responsibility for student achievement is carried out by everyone in the organization, not just the teachers. Their goal, as a staff, is to become a results-oriented organization in which everyone has responsibility for the outcome.

Thirdly, the District is strengthening its accountability to the community by developing school report cards and community presentations.

I would like to summarize with a quote taken from Superintendent Blunck's letter. The letter quotes author Robert Greenleaf, "Great ideas, it has been said, come into the world as gently as doves. Perhaps then, if we listen attentively, we shall hear, amid the uproar of empires and nations, a faint flutter of wings, the gentle stirring of life and hope."

Accountability is a popular by-word today, yet few are willing to put this concept to the test. In Northeast Colorado, far from Denver, far from the noisy rancor of Washington, far from the proposals and speeches, there are people who are making a difference with quiet confidence.

JULESBURG SCHOOL DISTRICT RE-1,

*Julesburg, Co, April 18, 1999.*

Hon. BOB SCHAFFER,  
Cannon House Office Building,  
Washington, DC.

DEAR CONGRESSMAN SCHAFFER: I recently had the pleasure of hearing you speak to a group of people in Julesburg during your recess. I was a member of the audience that day and I wanted to take a minute to tell you that I look forward to your leadership in the educational arena and I anticipate great possibilities for education under your administration. As I listened to you that day it is my understanding that you are the type of leader and congressman who would appreciate what I am about to share with you.

I would like to bring it to your attention that a number of the reforms that you spoke of on that day are already being implemented in the Julesburg School District.

First of all, we do not have the traditional vertical/horizontal salary schedule that is used by most districts in the State. Our schedule is entirely based upon professional development. Within the past year, we have implemented the Julesburg Professional Development Academy where teachers can take professional growth classes that in turn have a direct effect upon their salary and that are specifically directed at increased student achievement. This allows us, as a district, to tailor the classes that teachers take to insure that the requested courses correlate with our District goals of improved student achievement. Some of the courses that have been and will be offered through this program are:

Teaching reading and Writing in the content area

Using the computer to enhance instruction

The Colorado Writing Project

Working with Special Needs students in the regular classroom

Standards and Assessments—How do they affect the classroom teacher

As a result of these courses we have seen veteran teachers begin to write rubrics for their students in areas such as science, industrial arts and other curricular areas. With this type of staff development teachers have a direct responsibility for their salary increases and we as a district are able to determine what classes and professional growth opportunities align with our District goals.

I also wanted to let you know that I have had initial discussion with our teacher representatives about extra compensation opportunities based on student achievement scores. We have already determined that we will be a data-driven, result-oriented organization that is willing to compensate teaching staff for increased student achievement. I anticipate that this program will be fully funded and implemented for the 00-01 school year.

As an example, of our goal of being a result oriented organization I would like to take a minute to share with you an incident that happened after we received the results of the CSAP testing. After receiving the results we noticed that we had declined 25% in reading and 33% in writing from the previous year. Given these known facts we wrote a remediation plan to help us improve our scores. Our remediation included two clauses that I would like to bring to your attention. The first being that, "we would offer no excuses." We would not discuss the test, its norming samples nor the socio-economic status of our children taking the test. In essence we accepted full responsibility for our results. The second caveat that I would like for you to know is that the remediation plan included the Superintendent of Schools and the Board of Education. Thus, to reiterate your point in your speech, in the Julesburg School District Re-1 accountability for student achievement is placed upon the entire organization not just the classroom teacher. In fact, our remediation plan is a public document that is open for our constituents to view. In Julesburg, Colorado, student achievement is the very crux of our accountability and our decision-making processes. We will not just collect data; our future will be driven by it.

Our next step of this accountability process is the development of a local report card. In addition to printing and publishing our local report card we are going to hold a public local "shareholders" meeting. At this meeting we will furnish to our community a "state of the school" presentation. This presentation will include fiscal information as well as student achievement information. It is our intention that this "shareholder" meeting will become a tradition in the Julesburg community.

Congressman Schaffer, I share this information with you because people with shared goals should communicate to maximize the positive effect for our students. As I close, I would like to share a quote with you. Robert Greenleaf, in his book *Servant Leadership* cites the following passage, "Great ideas, it has been said, come into the world as gently as doves. Perhaps then, if we listen attentively, we shall hear, amid the uproar of empires and nations, a faint flutter of wings, the gentle stirring of life and hope." Congressman, you and I both know that the future of education is very bright in Colorado.

If I can be of any assistance to you in our shared purpose please feel free to call on me.

Sincerely,

ROD L. BLUNCK,  
*Superintendent of Schools.*